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Seventh paper

SEVENTH ANNUAL REPORT

OF THE

MINIMUM WAGE BOARD 1927



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KINGSTON ONTARIO

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THE LEGISLATIVE ASSEMBLY OF ONTARIO



TORONTO

Printed and Published by the Printer to the King's Most Excellent Majesty

1928

УВАЖАЮ УТЕРЯВШИМ КЛЕЮ
ОБРАТНО ПОТВОРИ

**SEVENTH
ANNUAL REPORT
OF THE
MINIMUM WAGE BOARD
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Toronto, March 4th, 1928.

TO HIS HONOUR WILLIAM D. ROSS, ESQ.,
Lieutenant-Governor of the Province of Ontario.

MAY IT PLEASE YOUR HONOUR:

The undersigned has the honour to present to Your Honour the Seventh Annual Report of the Minimum Wage Board of Ontario, for the year 1927.

Respectfully submitted,

FORBES GODFREY,
Minister of Health and Labour.

Toronto, March 4th, 1928.

THE HONOURABLE FORBES GODFREY, M.D.,
Minister of Labour,
Parliament Buildings, Toronto.

SIR:—I have the honour to submit herewith the Seventh Annual Report of the Minimum Wage Board.

I have the honour to be,

Sir,

Your obedient servant,

J. W. MACMILLAN,

Chairman.

ANNUAL REPORT

MINIMUM WAGE BOARD, 1927

The Minimum Wage Board has continued during the fiscal year 1926-27 to administer the law committed to it. It has been a year of increasing industrial prosperity, in which the female workers of the Province have shared more largely because of the protection we have given them. It is not only in times of trade depression that standards of wages tend to fall. Periods of expansion also threaten them, though in quite another way. If, on the one hand, hard times mean retrenchment in the wage expenditures, furthered by the under-bidding of workers out of jobs, on the other hand, good times mean the starting of new businesses, many of which are in the hands of men without ripe business experience and of very slender resources, whose only wage policy is to keep wages down. A considerable number of the complaints which reach our office come from such plants, and our investigations show that these employers have never related wages to production nor considered how costly low wages and a high labour turnover may prove.

COST OF LIVING BUDGET

As the minimum wage levels are determined by the cost of living, it is necessary to estimate the least sum upon which a working woman can be expected to support herself. Here is the budget for Toronto, as revised in October, 1927:

Item	October, 1927	Cost per year
Board and lodging at \$7.00 per week.....		\$364 00

CLOTHING:

Footwear and repairs, 3 pairs, \$5.00, \$4.00, \$4.00; bedroom slippers, \$1.25; rubbers or goloshes, \$3.00; repairs, \$2.00.....	\$19 25
Stockings.....	10 00
Underwear.....	8 50
Nightgowns.....	4 00
Costume slips and bloomers.....	5 00
Corsets and brassiers.....	5 50
Kimona (two years).....	1 00
Hats.....	11 00
Suit (half cost to wear two years) or skirt (one year, \$5.00) and light coat (two years, \$12.50).....	11 25
Winter coat, to wear two years.....	8 25
Winter dresses.....	10 00
Summer dresses, two or three.....	12 00
Shirt waists.....	8 50
Sweater (two years).....	2 00
Aprons.....	2 50
Handkerchiefs.....	2 00
Gloves.....	4 00
Scarf.....	1 00
Umbrella, to last two years.....	1 25

Total expense for clothing.....	\$127 00
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SUNDRIES:

Laundry.....	\$39 00
Doctor, dentist, optician.....	20 00
Carfare.....	39 00
Reading matter.....	6 00
Postage and stationery.....	5 00
Recreation and amusement.....	23 00
Church and charity.....	10 00
Incidentals, including brush, comb, soap, tooth paste, talcum powder, nail file, shoe polish, hand lotion, pins, needles, thread, whisk, shoe laces, etc.....	20 00
Total expenses for sundries.....	\$162 00
Total expenses for year.....	\$653 00
Board and lodging per week.....	\$7 00
Clothing per week.....	2 44
Sundries per week.....	3 06
Total per week.....	\$12 50

COMPARATIVE STATISTICS

The Board collects each year reports of wages and hours. During the first years of its operations it was able to include in this statement the returns of each successive year. Now, however, with seven years of activity behind us, we are forced to be content with less exhaustive statistics. It seems best to make the comparison between the first collection of returns and the latest. The two columns thus show, with two exceptions, wages and hours before the order went into force in contrast with the year 1927. The two exceptions are in the Food and Paper Trades, each of which was subjected to a reclassification in 1925, which made it impracticable to exhibit such a contrast. Orders 34 (Food) and 39 (Paper) therefore show the two years 1926 and 1927. In these two cases there is no contrast between "before and after taking."

ORDER NO. 31

This order deals with laundries, dye-works and dry-cleaning establishments. It incorporates and supersedes Orders 1, 4 and 5.

In the City of Toronto:

	1921	1927
Number of firms reporting.....	33	41
Total number of female employees.....	706	1,234
Over 18 years.....	638	1,100
Under 18 years.....	68	134
Total weekly wages.....	\$8,888 94	\$15,818 95
Over 18 years.....	8,253 94	14,446 65
Under 18 years.....	635 00	1,372 30
Average weekly wages.....	\$12 59	\$12 82
Over 18 years.....	12 93	13 13
Under 18 years.....	9 33	10 24
Percentage of young girls under 18.....	9.6	10.9
Percentage of married women under 50.....	.....	21.9
Average hours worked per week.....	44.8	46.7

Weekly rate of wages:	1921	1927
Under \$7 00.....	1	....
7- 8.....	1	....
8- 9.....	8	1
9-10.....	33	53
10-11.....	65	146
11-12.....	72	103
12-13.....	168	433
13-14.....	106	171
14-15.....	89	121
15-16.....	68	74
16-18.....	51	54
18-20.....	20	31
20-22.....	16	27
22-up.....	8	20
Total.....	706	1,234

In cities of more than 30,000 population, excepting Toronto:

	1921	1927
Number of firms reporting.....	26	43
Total number of female employees.....	412	575
Over 18 years.....	359	531
Under 18 years.....	53	44
Total weekly wages.....	\$4,825 40	\$7,150 73
Over 18 years.....	4,322 60	6,723 71
Under 18 years.....	502 80	427 02
Average weekly wages.....	\$11 71	\$12 43
Over 18 years.....	12 04	12 65
Under 18 years.....	9 48	9 71
Percentage of young girls under 18.....	12.8	7.6
Percentage of married women under 50.....	....	20.5
Average hours worked per week.....	47.2	48.4

Weekly rate of wages:	1921	1927
Under \$7 00.....	7	4
7- 8.....	13	12
8- 9.....	47	10
9-10.....	50	7
10-11.....	54	54
11-12.....	46	44
12-13.....	56	238
13-14.....	43	70
14-15.....	24	35
15-16.....	30	35
16-18.....	14	18
18-20.....	16	19
20-22.....	4	15
22-up.....	8	14
Total.....	412	575

In places having less than 30,000 population:

	1921	1927
Number of firms reporting.....	33	41
Total number of female employees.....	317	428
Over 18 years.....	228	382
Under 18 years.....	89	46
Total weekly wages.....	\$3,395 56	\$4,974 30
Over 18 years.....	2,594 96	4,537 79
Under 18 years.....	800 60	436 51
Average weekly wages.....	\$10 71	\$11 62
Over 18 years.....	11 38	11 88
Under 18 years.....	8 99	9 49
Percentage of young girls under 18.....	28.07	10.8
Percentage of married women under 50.....	....	20.1
Average hours worked per week.....	50.6	48.9

Weekly rate of wages.....	1921	1927
Under \$7 00.....	6	2
7- 8.....	20	12
8- 9.....	70	12
9-10.....	39	49
10-11.....	39	54
11-12.....	32	134
12-13.....	48	74
13-14.....	22	29
14-15.....	14	18
15-16.....	15	17
16-18.....	4	12
18-20.....	2	10
20-22.....	6	1
22-up.....	....	4
Total.....	317	428

ORDERS NOS. 3, 6, 10, 29

Retail Stores

These govern saleswomen in retail stores. The following tables give particulars for a number of typical stores, the same stores, on the whole, having been taken throughout the years compared. It is a practical impossibility to gather returns from all the retail stores, so the endeavour is made to present a picture which may be taken as representing generally the several parts of the Province.

ORDER NO. 3

Retail Stores in Toronto:

	1921	1927
Number of firms reporting.....	13	23
Total number of female employees.....	391	420
Over 18 years.....	349	360
Under 18 years.....	42	60
Total weekly wages.....	\$5,179 50	\$6,552 90
Over 18 years.....	4,693 50	5,857 10
Under 18 years.....	486 00	695 80
Average weekly wages.....	\$13 25	\$15 60
Over 18 years.....	13 44	16 27
Under 18 years.....	11 57	11 59
Percentage of young girls under 18.....	10.7	14.3
Percentage of married women under 50.....	....	8.1
Average hours worked per week.....	49	50.1

Weekly rate of wages:	1921	1927
Under \$7 00.....	4	1
7- 8.....	9	....
8- 9.....	....	3
9-10.....	9	6
10-11.....	15	6
11-12.....	46	21
12-13.....	109	106
13-14.....	53	38
14-15.....	46	40
15-16.....	35	34
16-18.....	30	47
18-20.....	14	37
20-22.....	10	21
22-up.....	11	60
Total.....	391	420

ORDER No. 6

Retail stores in cities of 30,000 or over, excepting Toronto:

	1921	1927
Number of firms reporting.....	26	21
Total number of female employees.....	1,123	1,183
Over 18 years.....	930	1,142
Under 18 years.....	193	41
Total weekly wages.....	\$14,045 00	\$17,138 58
Over 18 years.....	12,325 50	16,763 58
Under 18 years.....	1,619 50	375 00
Average weekly wages.....	\$12 50	\$14 49
Over 18 years.....	13 25	14 69
Under 18 years.....	8 39	9 15
Percentage of young girls under 18.....	17.1	3.5
Percentage of married women under 50.....	....	5.5
Average hours worked per week.....	48	47.6
Weekly rate of wages:	1921	1927
Under \$7 00.....	37	2
7- 8.....	31	2
8- 9.....	127	23
9-10.....	78	16
10-11.....	185	55
11-12.....	77	48
12-13.....	188	385
13-14.....	67	91
14-15.....	65	86
15-16.....	115	217
16-18.....	49	74
18-20.....	34	58
20-22.....	29	40
22-up.....	41	86
Total.....	1,123	1,183

ORDER No. 10

Retail stores in towns and cities from 5,000 to 30,000 population:

	1921	1927
Number of firms reporting.....	103	67
Total number of female employees.....	1,171	954
Over 18 years.....	1,052	903
Under 18 years.....	119	51
Total weekly wages.....	\$14,695 36	\$12,898 33
Over 18 years.....	13,876 36	12,384 13
Under 18 years.....	819 00	504 20
Average weekly wages.....	\$12 55	\$13 52
Over 18 years.....	13 19	13 71
Under 18 years.....	7 72	10 08
Percentage of young girls under 18.....	10.1	5.3
Percentage of married women under 50.....	....	4.7
Average hours worked per week.....	50.1	49.2
Weekly rate of wages:	1921	1927
Under \$7 00.....	63	7
7- 8.....	45	18
8- 9.....	74	29
9-10.....	107	45
10-11.....	166	109
11-12.....	73	100
12-13.....	171	151
13-14.....	38	54
14-15.....	54	78
15-16.....	127	110
16-18.....	83	84
18-20.....	47	45
20-22.....	57	52
22-up.....	66	72
Total.....	1,171	954

Retail stores in places under 5,000 population:

	1921	1927
Number of firms reporting.....	29	19
Total number of female employees.....	149	109
Over 18 years.....	140	106
Under 18 years.....	9	3
Total weekly wages.....	\$1,772 65	\$1,333 34
Over 18 years.....	1,693 15	1,304 84
Under 18 years.....	79 50	28 50
Average weekly wages.....	\$11 89	\$12 23
Over 18 years.....	12 09	12 31
Under 18 years.....	8 83	9 50
Percentage of young girls under 18.....	6	5.5
Percentage of married women under 50.....	....	2.7
Average hours worked per week.....	52.5	49
Weekly rate of wages:	1921	1927
Under \$7 00.....	11	6
7- 8.....	9	8
8- 9.....	10	10
9-10.....	12	15
10-11.....	28	13
11-12.....	2	4
12-13.....	22	16
13-14.....	4	5
14-15.....	4	5
15-16.....	11	8
16-18.....	3	2
18-20.....	7	7
20-22.....	8	1
22-up.....	8	9
Total.....	149	109

ORDER No. 29

This order governs departmental stores in Toronto having more than 150 employees. It covers saleswomen and the mail order employees, but not the restaurant or operative employees.

	1921	1927
Number of firms reporting.....	3	2
Total number of female employees.....	2,782	3,343
Over 18 years.....	2,376	2,967
Under 18 years.....	406	376
Total weekly wages.....	\$38,580 50	\$51,026 00
Over 18 years.....	34,648 50	47,380 50
Under 18 years.....	3,932 50	3,645 50
Average weekly wages.....	\$13 86	\$15 26
Over 18 years.....	14 58	9 69
Under 18 years.....	9 68	15 97
Percentage of young girls under 18.....	14.6	11.2
Percentage of married women under 50.....	....	20.2
Average hours worked per week.....	47	47
Weekly rate of wages:	1921	1927
Under \$7 00.....	....	....
7- 8.....	10	....
8- 9.....	178	89
9-10.....	171	95
10-11.....	101	100
11-12.....	71	81
12-13.....	309	258
13-14.....	324	434
14-15.....	393	550
15-16.....	398	532
16-18.....	428	542
18-20.....	181	296
20-22.....	111	150
22-up.....	107	216
Total.....	2,782	3,343

ORDERS NOS. 13, 14, 15, 16

The Textile Trades

These are the factories engaged in knitting, weaving and spinning operations

ORDER NO. 13

Textile factories in Toronto:

	1922	1927
Number of firms reporting.....	31	40
Total number of female employees.....	1,773	2,435
Over 18 years.....	1,482	2,199
Under 18 years.....	291	236
Total weekly wages.....	\$23,757 45	\$35,363 96
Over 18 years.....	20,817 13	32,877 02
Under 18 years.....	2,940 32	2,486 94
Average weekly wages.....	\$13 39	\$14 52
Over 18 years.....	14 04	14 95
Under 18 years.....	10 10	10 54
Percentage of young girls under 18.....	16.4	9.7
Percentage of married women under 50.....	.....	19.8
Average hours worked per week.....	45.5	45.3

Weekly rate of wages:	1922	1927
Under \$7 00.....	10	1
7- 8.....	14	13
8- 9.....	20	76
9-10.....	55	102
10-11.....	131	137
11-12.....	161	178
12-13.....	262	391
13-14.....	184	304
14-15.....	198	214
15-16.....	178	264
16-18.....	255	341
18-20.....	200	177
20-22.....	74	122
22-up.....	31	115
Total.....	1,773	2,435

ORDER NO. 14

Textile factories in cities of 30,000 population or over, excepting Toronto:

	1922	1927
Number of firms reporting.....	20	24
Total number of female employees.....	2,173	4,213
Over 18 years.....	1,555	3,568
Under 18 years.....	618	645
Total weekly wages.....	\$26,788 24	\$57,136 34
Over 18 years.....	20,547 52	49,829 37
Under 18 years.....	6,220 70	7,306 97
Average weekly wages.....	\$12 32	\$13 56
Over 18 years.....	13 21	13 97
Under 18 years.....	10 06	11 33
Percentage of young girls under 18.....	28.4	15.3
Percentage of married women under 50.....	.....	19.9
Average hours worked per week.....	48.1	48.1

Weekly rate of wages:	1922	1927
Under \$7 00.....	30	....
7- 8.....	77	6
8- 9.....	156	140
9-10.....	194	217
10-11.....	284	378
11-12.....	215	437
12-13.....	293	857
13-14.....	216	475
14-15.....	202	324
15-16.....	189	325
16-18.....	180	466
18-20.....	89	336
20-22.....	28	151
22-up.....	20	101
Total.....	2,173	4,213

ORDER No. 15

Textile factories in cities and towns of from 5,000 to 30,000 population:

	1922	1927
Number of firms reporting.....	53	62
Total number of female employees.....	3,451	5,202
Over 18 years.....	2,540	4,024
Under 18 years.....	911	1,178
Total weekly wages.....	\$41,539 16	\$66,183 87
Over 18 years.....	33,557 54	53,546 48
Under 18 years.....	7,981 62	12,637 39
Average weekly wages.....	\$12 06	\$12 72
Over 18 years.....	13 21	13 31
Under 18 years.....	8 76	10 73
Percentage of young girls under 18 years.....	26.4	22.6
Percentage of married women under 50.....	....	14.8
Average hours worked per week.....	49.1	50.2

Weekly rate of wages:	1922	1927
Under \$7 00.....	94	16
7- 8.....	168	180
8- 9.....	275	277
9-10.....	366	388
10-11.....	466	586
11-12.....	370	1,123
12-13.....	435	608
13-14.....	348	552
14-15.....	322	363
15-16.....	162	376
16-18.....	227	254
18-20.....	138	234
20-22.....	45	121
22-up.....	35	124
Total.....	3,451	5,202

ORDER No. 16

Textile factories in places having less than 5,000 urban population:

	1922	1927
Number of firms reporting.....	60	59
Total number of female employees.....	2,237	2,468
Over 18 years.....	1,813	2,043
Under 18 years.....	424	425
Total weekly wages.....	\$24,982 02	\$30,308 19
Over 18 years.....	21,622 79	26,248 93
Under 18 years.....	3,359 23	4,059 26
Average weekly wages.....	\$11 17	\$12 28
Over 18 years.....	11 93	12 85
Under 18 years.....	7 92	9 55
Percentage of young girls under 18.....	18.9	17.2
Percentage of married women under 50.....	....	15.8
Average hours worked per week.....	51.4	50.9

Weekly rate of wages:	1922	1927
Under \$7 00.....	123	30
7- 8.....	79	78
8- 9.....	217	176
9-10.....	249	326
10-11.....	392	355
11-12.....	302	284
12-13.....	211	547
13-14.....	347	142
14-15.....	86	81
15-16.....	73	159
16-18.....	78	182
18-20.....	47	34
20-22.....	19	11
22-up.....	14	63
Total.....	2,237	2,468

ORDERS NOS. 17, 18, 19, 20

The Needle Trades

These are the factories whose chief implement is the sewing machine.

ORDER No. 17

In the City of Toronto:

	1922	1927
Number of firms reporting.....	269	372
Total number of female employees.....	7,187	8,695
Over 18 years.....	6,676	8,143
Under 18 years.....	511	552
Total weekly wages.....	\$97,958 39	\$134,804 88
Over 18 years.....	93,897 65	129,077 99
Under 18 years.....	4,060 74	5,726 89
Average weekly wages.....	\$13 63	\$15 50
Over 18 years.....	14 06	15 85
Under 18 years.....	7 95	10 37
Percentage of young girls under 18.....	7.1	6.3
Percentage of married women under 50.....	.....	18.9
Average hours worked per week.....	44.2	44.5

Weekly rate of wages:	1922	1927
Under \$7 00.....	99	26
7- 8.....	72	60
8- 9.....	150	200
9-10.....	190	170
10-11.....	532	508
11-12.....	471	554
12-13.....	870	1,560
13-14.....	1,390	1,035
14-15.....	353	562
15-16.....	592	801
16-18.....	731	897
18-20.....	600	738
20-22.....	371	587
22-up.....	766	997
Total.....	7,187	8,695

ORDER No. 18

Needle trade factories in cities of 30,000 population or over, excepting Toronto.

	1922	1927
Number of firms reporting.....	51	73
Total number of female employees.....	874	930
Over 18 years.....	811	884
Under 18 years.....	63	46
Total weekly wages.....	\$11,764 27	\$13,263 86
Over 18 years.....	11,229 17	12,840 46
Under 18 years.....	535 10	423 40
Average weekly wages.....	\$13 46	\$14 26
Over 18 years.....	13 84	14 53
Under 18 years.....	8 49	9 20
Percentage of young girls under 18.....	7.2	4.9
Percentage of married women under 50.....	...	27.2
Average hours worked per week.....	45.1	47.3
Weekly rate of wages:	1922	1927
Under \$7 00.....	40	1
7- 8.....	39	12
8- 9.....	48	27
9-10.....	49	77
10-11.....	72	74
11-12.....	69	128
12-13.....	85	98
13-14.....	74	76
14-15.....	78	73
15-16.....	66	112
16-18.....	105	89
18-20.....	76	67
20-22.....	41	39
22-up.....	32	57
Total.....	874	930

ORDER No. 19

Needle trade factories in cities and towns of from 5,000 to 30,000 population:

	1922	1927
Number of firms reporting.....	37	55
Total number of female employees.....	1,157	1,823
Over 18 years.....	954	1,599
Under 18 years.....	203	224
Total weekly wages.....	\$13,599 09	\$25,736 80
Over 18 years.....	12,310 26	23,592 60
Under 18 years.....	1,288 83	2,144 20
Average weekly wages.....	\$11 75	\$14 12
Over 18 years.....	12 90	14 75
Under 18 years.....	6 34	9 57
Percentage of young girls under 18.....	17.5	12.2
Percentage of married women under 50.....	...	13.5
Average hours worked per week.....	46.9	46.5
Weekly rate of wages:	1922	1927
Under \$7 00.....	83	34
7- 8.....	97	58
8- 9.....	95	110
9-10.....	89	135
10-11.....	118	114
11-12.....	95	201
12-13.....	105	238
13-14.....	91	145
14-15.....	109	144
15-16.....	57	124
16-18.....	158	215
18-20.....	33	93
20-22.....	15	60
22-up.....	12	152
Total.....	1,157	1,823

ORDER No. 20

Needle trade factories in places having less than 5,000 urban population:

	1922	1927
Number of firms reporting.....	10	21
Total number of female employees.....	107	245
Over 18 years.....	100	211
Under 18 years.....	7	34
Total weekly wages.....	\$999 09	\$3,123 34
Over 18 years.....	938 11	2,829 22
Under 18 years.....	60 98	294 12
Average weekly wages.....	\$9 33	\$12 75
Over 18 years.....	9 38	13 41
Under 18 years.....	8 71	8 65
Percentage of young girls under 18.....	6.5	13.9
Percentage of married women under 50.....	.....	18.8
Average hours worked per week.....	47.5	46.4

Weekly rate of wages:	1922	1927
Under \$7 00.....	24	3
7- 8.....	10	21
8- 9.....	13	22
9-10.....	25	19
10-11.....	13	44
11-12.....	2	23
12-13.....	7	28
13-14.....	3	20
14-15.....	2	16
15-16.....	3	8
16-18.....	3	12
18-20.....	.....	6
20-22.....	1	4
22-up.....	1	19
Total.....	107	245

ORDERS Nos. 21, 22, 23, 24

These govern wages in the following trades: Drugs, chemicals, pharmaceutical or toilet preparations, dyes, inks, shoe blacking or polish, mucilage, medicines, non-corrosive acids and non-hazardous chemicals or chemical preparations.

ORDER No. 21

In the City of Toronto:

	1923	1927
Number of firms reporting.....	58	70
Total number of female employees.....	635	732
Over 18 years.....	511	625
Under 18 years.....	124	107
Total weekly wages.....	\$8,169.92	\$10,810 87
Over 18 years.....	6,824 45	9,670 19
Under 18 years.....	1,345 47	1,140 68
Average weekly wages.....	\$12 86	\$14 77
Over 18 years.....	13 35	15 47
Under 18 years.....	10 85	10 66
Percentage of young girls under 18.....	19.5	14.6
Percentage of married women under 50.....	14.6	12.9
Average hours worked per week.....	44.3	44.07

Weekly rate of wages:	1923	1927
Under \$7 00.....	4	....
7- 8.....	4	....
8- 9.....	13	26
9-10.....	26	19
10-11.....	79	42
11-12.....	50	39
12-13.....	154	138
13-14.....	86	82
14-15.....	101	101
15-16.....	49	78
16-18.....	35	81
18-20.....	14	41
20-22.....	7	30
22-up.....	13	56
Total.....	635	732

ORDER NO. 22

In cities of 30,000 population or over, excepting Toronto.

	1923	1927
Number of firms reporting.....	25	29
Total number of female employees.....	213	258
Over 18 years.....	172	219
Under 18 years.....	41	39
Total weekly wages.....	\$2,768 71	\$3,695 22
Over 18 years.....	2,291 56	3,269 82
Under 18 years.....	477 15	425 40
Average weekly wages.....	\$12 99	\$14 32
Over 18 years.....	13 32	14 93
Under 18 years.....	11 63	10 91
Percentage of young girls under 18.....	19.09	15.1
Percentage of married women under 50.....	8	11.6
Average hours worked per week.....	....	44.6

Weekly rate of wages:	1923	1927
Under \$7 00.....	....	....
7- 8.....	3	....
8- 9.....	24	6
9-10.....	24	13
10-11.....	17	24
11-12.....	34	73
12-13.....	19	22
13-14.....	28	27
14-15.....	17	18
15-16.....	10	15
16-18.....	14	12
18-20.....	11	14
20-22.....	5	7
22-up.....	7	27
Total.....	213	258

ORDER NO. 23

In cities and towns from 5,000 to 30,000 population:

	1923	1927
Number of firms reporting.....	15	12
Total number of female employees.....	207	127
Over 18 years.....	174	119
Under 18 years.....	33	8
Total weekly wages.....	\$2,673 65	\$2,215 33
Over 18 years.....	2,287 94	2,137 83
Under 18 years.....	385 71	77 50
Average weekly wages.....	\$12 92	\$17 44
Over 18 years.....	13 15	17 96
Under 18 years.....	11 69	9 69
Percentage of young girls under 18.....	15.9	6.3
Percentage of married women under 50.....	2.9	.78
Average hours worked per week.....	44.5	42.9

Weekly rate of wages:	1923	1927
Under \$7 00.....	.....	.....
7- 8.....	1	2
8- 9.....	3	2
9-10.....	11	.....
10-11.....	12	2
11-12.....	56	14
12-13.....	26	8
13-14.....	25	8
14-15.....	17	7
15-16.....	14	11
16-18.....	35	32
18-20.....	4	8
20-22.....	1	10
22-up.....	2	23
Total.....	207	127

ORDER No. 24

In places having less than 5,000 urban population:

	1923	1927
Number of firms reporting.....	14	14
Total number of female employees.....	174	206
Over 18 years.....	146	194
Under 18 years.....	28	12
Total weekly wages.....	\$1,805 47	\$2,513 38
Over 18 years.....	1,559 07	2,395 63
Under 18 years.....	246 40	117 75
Average weekly wages.....	\$10 38	\$12 20
Over 18 years.....	10 68	12 35
Under 18 years.....	8 80	9 81
Percentage of young girls under 18.....	16.09	5.8
Percentage of married women under 50.....	3.45	8.7
Average hours worked per week.....	46.2	47.5

Weekly rate of wages:	1923	1927
Under \$7 00.....	.....	.....
7- 8.....	35	1
8- 9.....	14	11
9-10.....	56	19
10-11.....	23	64
11-12.....	12	35
12-13.....	9	21
13-14.....	3	9
14-15.....	5	12
15-16.....	5	6
16-18.....	3	10
18-20.....	4	7
20-22.....	2	6
22-up.....	3	5
Total.....	174	206

ORDER No. 28

These are the factories engaged in the boot and shoe and other leather trades:

In the City of Toronto.

	1923	1927
Number of firms reporting.....	28	34
Total number of female employees.....	381	650
Over 18 years.....	299	532
Under 18 years.....	82	118
Total weekly wages.....	\$5,519 98	\$9,474 80
Over 18 years.....	4,674 65	8,319 01
Under 18 years.....	845 33	1,155 79
Average weekly wage.....	\$14 48	\$14 58
Over 18 years.....	15 64	15 63
Under 18 years.....	10 31	9 79
Percentage of young girls under 18.....	21.5	18.2
Percentage of married women under 50.....	21.8	20.8
Average hours worked per week.....	45.1	45.2

Weekly rate of wages:	1923	1927
Under \$7 00.....	....	....
7- 8.....	8	2
8- 9.....	21	51
9-10.....	25	34
10-11.....	30	44
11-12.....	12	34
12-13.....	39	80
13-14.....	21	45
14-15.....	24	69
15-16.....	41	52
16-18.....	47	79
18-20.....	45	60
20-22.....	47	67
22-up.....	21	33
Total.....	381	650

The same trades in cities over 30,000, excepting Toronto:

	1923	1927
Number of firms reporting.....	5	9
Total number of female employees.....	107	205
Over 18 years of age.....	97	190
Under 18 years.....	10	15
Total weekly wages.....	\$1,626 07	\$2,973 28
Over 18 years.....	1,522 37	2,815 21
Under 18 years.....	103 70	158 07
Average weekly wages.....	\$15 19	\$14 50
Over 18 years.....	15 71	14 82
Under 18 years.....	10 37	10 54
Percentage of girls under 18.....	9.3	7.3
Percentage of married women under 50.....	33.6	22.9
Average hours worked per week.....	47	47.6

Weekly rate of wages:	1923	1927
Under \$7 00.....	1	1
7- 8.....	....	2
8- 9.....	4	10
9-10.....	4	18
10-11.....	9	14
11-12.....	6	10
12-13.....	8	25
13-14.....	16	13
14-15.....	6	21
15-16.....	12	25
16-18.....	15	25
18-20.....	10	19
20-22.....	6	11
22-up.....	10	11
Total.....	102	205

The same trade in towns and cities of from 5,000 to 30,000 population:

	1923	1927
Number of firms reporting.....	28	24
Total number of female employees.....	544	610
Over 18 years.....	443	507
Under 18 years.....	101	106
Total weekly wages.....	\$7,003 32	\$8,580 06
Over 18 years.....	6,058 87	7,522 51
Under 18 years.....	944 45	1,057 55
Average weekly wages.....	\$12 87	\$14 07
Over 18 years.....	13 67	14 92
Under 18 years.....	9 35	9 98
Percentage of young girls under 18.....	18.5	17.3
Percentage of married women under 50.....	14.9	17.3
Average hours worked per week.....	49.2	49.6

Weekly rate of wages:	1923	1927
Under \$7 00.....	15	5
7- 8.....	18	35
8- 9.....	46	34
9-10.....	24	22
10-11.....	57	53
11-12.....	29	49
12-13.....	131	57
13-14.....	42	37
14-15.....	23	126
15-16.....	39	56
16-18.....	41	63
18-20.....	41	32
20-22.....	19	16
22-up.....	19	25
Total.....	544	610

The same trades in places under 5,000 population:

	1923	1927
Total number of firms reporting.....	17	19
Total number of female employees.....	335	557
Over 18 years.....	275	424
Under 18 years.....	60	133
Total weekly wages.....	\$3,737 14	\$6,378 21
Over 18 years.....	3,226 47	5,221 44
Under 18 years.....	510 67	1,156 77
Average weekly wages.....	\$11 15	\$11 45
Over 18 years.....	11 73	12 31
Under 18 years.....	8 51	8 69
Percentage of young girls under 18.....	17.9	23.9
Percentage of married women under 50.....	10.7	16.3
Average hours worked per week.....	48.8	51

Weekly rate of wages:	1923	1927
Under \$7 00.....	28	38
7- 8.....	29	46
8- 9.....	34	63
9-10.....	42	50
10-11.....	44	92
11-12.....	35	55
12-13.....	34	53
13-14.....	18	49
14-15.....	16	32
15-16.....	12	15
16-18.....	27	26
18-20.....	5	20
20-22.....	5	10
22-up.....	6	8
Total.....	335	557

ORDER NO. 30

These factories make electrical goods:

In the City of Toronto:

	1923	1927
Number of firms reporting.....	8	15
Total number of female employees.....	593	567
Over 18 years.....	488	512
Under 18 years.....	105	55
Total weekly wages.....	\$7,668 87	\$8,578 22
Over 18 years.....	6,582 59	7,869 00
Under 18 years.....	1,086 28	709 20
Average weekly wages.....	\$12 93	\$15 13
Over 18 years.....	13 51	15 37
Under 18 years.....	10 34	12 89
Percentage of young girls under 18.....	17 87	9.7
Percentage of married women under 50.....	16 6	15.6
Average hours worked per week.....	47	46.6

Weekly rate of wages:	1923	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	9	9
9-10.....	15	16
10-11.....	36	28
11-12.....	120	18
12-13.....	97	99
13-14.....	94	59
14-15.....	100	63
15-16.....	43	40
16-18.....	42	57
18-20.....	25	155
20-22.....	9	12
22-up.....	3	11
Total.....	593	567

The same trade in cities over 30,000, excepting Toronto:

	1923	1927
Number of firms reporting.....	4	6
Total number of female employees.....	73	435
Over 18 years.....	52	400
Under 18 years.....	21	35
Total weekly wages.....	\$1,015 09	\$7,312 70
Over 18 years.....	765 42	6,926 81
Under 18 years.....	250 67	385 89
Average weekly wages.....	\$13 91	\$16 81
Over 18 years.....	14 72	17 31
Under 18 years.....	11 93	11 02
Percentage of young girls under 18.....	27.8	8.05
Percentage of married women under 50.....	9.6	6.2
Average hours worked per week.....	46.6	51.9

Weekly rate of wages:	1923	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	1	.....
9-10.....	4	.....
10-11.....	7	30
11-12.....	11	22
12-13.....	7	22
13-14.....	10	29
14-15.....	11	1
15-16.....	3	14
16-18.....	9	241
18-20.....	8	38
20-22.....	2	23
22-up.....	.....	15
Total.....	73	435

The same trade in cities and towns of from 5,000 to 30,000 population:

	1923	1927
Number of firms reporting.....	4	7
Total number of female employees.....	32	382
Over 18 years.....	21	342
Under 18 years.....	11	40
Total weekly wages.....	\$351 25	\$4,721 14
Over 18 years.....	242 75	4,312 35
Under 18 years.....	108 50	407 79
Average weekly wages.....	\$10 00	\$12 36
Over 18 years.....	11 56	12 61
Under 18 years.....	9 86	10 19
Percentage of young girls under 18.....	34.4	10.5
Percentage of married women under 50.....	12.5	15.7
Average hours worked per week.....	48.5	47.2

Weekly rate of wages:	1923	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	6
8- 9.....	4	6
9-10.....	.....	42
10-11.....	17	38
11-12.....	4	60
12-13.....	2	104
13-14.....	1	47
14-15.....	3	38
15-16.....	.....	19
16-18.....	.....	8
18-20.....	.....	7
20-22.....	1	5
22-up.....	.....	2
Total.....	32	382

The same trades in places under 5,000:

	1923	1927
Number of firms reporting.....	1	2
Total number of female employees.....	3	26
Over 18 years.....	3	25
Under 18 years.....	.....	1
Total weekly wages.....	\$34 00	\$324 00
Over 18 years.....	34 00	314 00
Under 18 years.....	.....	10 00
Average weekly wages.....	\$11 33	\$12 46
Over 18 years.....	11 33	12 56
Under 18 years.....	.....	10 00
Percentage of young girls under 18 years.....	.....	3.9
Percentage of married women under 50.....	.....	11.6
Average hours worked per week.....	50	40.3

Weekly rate of wages:	1923	1927
Under \$7 00.....
7- 8.....
8- 9.....
9-10.....
10-11.....	2	9
11-12.....	7
12-13.....	1	8
13-14.....
14-15.....
15-16.....
16-18.....	1
18-20.....
20-22.....	1
22-up.....
Total.....	3	26

ORDER No. 34

The food trades, including the making of confectionery, biscuit, chocolate, jam, gum, grocery specialties, crushed fruit, syrup, pickles, together with bakeries, packing houses and all allied industries (excepting seasonal canneries).

This order includes part of Order No. 2, which went into force August 1st, 1921. The latter part of this order came into force October 1st, 1924.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	84	88
Total number of female employees.....	2,530	2,652
Over 18 years.....	2,132	2,214
Under 18 years.....	398	438

Total weekly wages.....	\$33,265 40	\$34,993 48
Over 18 years.....	28,394 85	30,528 79
Under 18 years.....	4,870 55	4,464 69
Average weekly wages.....	13.15	13.19
Over 18 years.....	13.46	13.79
Under 18 years.....	12.24	10.19
Percentage of young girls under 18.....	15.7	16.5
Percentage of married women under 50.....	9.9	20.6
Average hours worked per week.....	46.1	45.3
Weekly rate of wages:	1926	1927
Under \$7 00.....	8	3
7- 8.....	....	2
8- 9.....	129	104
9-10.....	165	127
10-11.....	206	188
11-12.....	262	201
12-13.....	811	913
13-14.....	272	291
14-15.....	194	197
15-16.....	193	237
16-18.....	134	181
18-20.....	73	91
20-22.....	35	46
22-up.....	48	71
Total.....	2,530	2,652

The same trades in cities of 30,000 population or over, excepting Toronto:

	1926	1927
Number of firms reporting.....	65	68
Total number of female employees.....	925	867
Over 18 years.....	813	750
Under 18 years.....	112	117
Total weekly wages.....	\$11,530 57	\$10,610 80
Over 18 years.....	10,248 89	9,363 37
Under 18 years.....	1,281 68	1,247 43
Average weekly wages.....	\$12 47	\$12 24
Over 18 years.....	12 61	12 49
Under 18 years.....	11 44	10 66
Percentage of young girls under 18.....	12.1	13.5
Percentage of married women under 50.....	16.4	15.6
Average hours worked per week.....	46.5	48.3
Weekly rate of wages:	1926	1927
Under \$7 00.....	11	22
7- 8.....	15	17
8- 9.....	73	51
9-10.....	66	59
10-11.....	120	65
11-12.....	160	129
12-13.....	143	203
13-14.....	90	83
14-15.....	68	93
15-16.....	85	54
16-18.....	48	45
18-20.....	23	20
20-22.....	15	10
22-up.....	8	16
Total.....	925	867

The same trades in places of 5,000 to 30,000 population:

	1926	1927
Total number of firms reporting.....	76	72
Total number of female employees.....	612	488
Over 18 years.....	503	396
Under 18 years.....	109	92
Total weekly wages.....	\$7,259 06	\$5,957 91
Over 18 years.....	6,076 98	5,126 50
Under 18 years.....	1,182 08	831 41
Average weekly wages.....	\$11 86	\$12 21
Over 18 years.....	12 08	12 95
Under 18 years.....	10 84	9 04
Percentage of young girls under 18.....	17.8	18.8
Percentage of married women under 50.....	.88	9.2
Average hours worked per week.....	52.8	50.4
Weekly rate of wages:	1926	1927
Under \$7 00.....	....	4
7- 8.....	44	16
8- 9.....	45	33
9-10.....	89	55
10-11.....	27	57
11-12.....	150	103
12-13.....	79	66
13-14.....	38	33
14-15.....	23	20
15-16.....	32	37
16-18.....	31	24
18-20.....	22	17
20-22.....	20	10
22-up.....	12	13
Total.....	612	488

The same trade in places under 5,000 population:

	1926	1927
Number of firms reporting.....	33	37
Total number of female employees.....	246	257
Over 18 years.....	220	214
Under 18 years.....	26	43
Total weekly wages.....	\$3,159 49	\$3,423 85
Over 18 years.....	2,842 57	2,956 37
Under 18 years.....	316 92	467 48
Average weekly wages.....	\$12 84	\$13 32
Over 18 years.....	12 92	13 81
Under 18 years.....	12 19	10 87
Percentage of young girls under 18.....	10.5	16.7
Percentage of married women under 50.....	21.9	24.5
Average hours worked per week.....	51.9	51.7
Weekly rate of wages:	1926	1927
Under \$7 00.....	2	5
7- 8.....	4	4
8- 9.....	15	7
9-10.....	5	13
10-11.....	32	37
11-12.....	53	28
12-13.....	30	36
13-14.....	6	16
14-15.....	63	8
15-16.....	9	4
16-18.....	7	79
18-20.....	8	7
20-22.....	3	7
22-up.....	9	6
Total.....	246	257

ORDER No. 35

Miscellaneous order: governing all factory trades not dealt with in other orders (excepting seasonal canneries).

This order came into force October 1st, 1924.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	95	110
Total number of female employees.....	1,189	1,593
Over 18 years.....	1,020	1,376
Under 18 years.....	169	217
Total weekly wages.....	\$16,765 57	\$22,699 91
Over 18 years.....	15,044 74	20,403 48
Under 18 years.....	1,720 83	2,296 43
Average weekly wages.....	\$14 20	\$14 25
Over 18 years.....	14 75	14 83
Under 18 years.....	10 18	10 58
Percentage of young girls under 18.....	14.2	13.6
Percentage of married women under 50.....	15.6	15.4
Average hours worked per week.....	45.7	45.2
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	2	2
8- 9.....	23	54
9-10.....	50	57
10-11.....	100	113
11-12.....	111	128
12-13.....	253	430
13-14.....	178	134
14-15.....	92	159
15-16.....	84	130
16-18.....	78	99
20-22.....	43	71
22-up.....	45	88
Total.....	1,189	1,593

In cities of 30,000 population or over, excepting Toronto:

	1926	1927
Number of firms reporting.....	54	64
Total number of female employees.....	779	869
Over 18 years.....	701	746
Under 18 years.....	78	123
Total weekly wages.....	\$10,903 86	\$12,497 23
Over 18 years.....	10,008 85	11,030 16
Under 18 years.....	895 01	1,467 07
Average weekly wages.....	\$14 00	\$14 38
Over 18 years.....	14 28	14 79
Under 18 years.....	11 47	11 93
Percentage of young girls under 18.....	10	14.1
Percentage of married women under 50.....	16.8	15.6
Average hours worked per week.....	47.3	48.2
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	3
7- 8.....	2	5
8- 9.....	21	15
9-10.....	43	37
10-11.....	59	70
11-12.....	103	128
12-13.....	129	129
13-14.....	83	92
14-15.....	54	87
15-16.....	72	56
16-18.....	127	103
18-20.....	35	47
20-22.....	14	39
22-up.....	37	58
Total.....	779	869

The same trades in cities and towns of from 5,000 to 30,000 population.

	1926	1927
Number of firms reporting.....	72	81
Total number of female employees.....	1,123	1,131
Over 18 years.....	924	971
Under 18 years.....	199	160
Total weekly wages.....	\$14,511 87	\$15,782 33
Over 18 years.....	12,307 86	13,968 19
Under 18 years.....	2,204 01	1,814 14
Average weekly wages.....	\$12 92	\$13 95
Over 18 years.....	13 32	14 39
Under 18 years.....	11 08	11 34
Percentage of young girls under 18.....	17.7	14.1
Percentage of married women under 50.....	15.5	15.1
Average hours worked per week.....	48.7	49.5

Weekly rate of wages:	1926	1927
Under \$7 00.....	9	6
7- 8.....	19	17
8- 9.....	24	45
9-10.....	97	59
10-11.....	98	100
11-12.....	261	232
12-13.....	147	162
13-14.....	99	98
14-15.....	147	83
15-16.....	79	73
16-18.....	71	111
18-20.....	28	29
20-22.....	12	25
22-up.....	32	91
Total.....	1,123	1,131

The same trades in places having less than 5,000 urban population:

	1926	1927
Number of firms reporting.....	56	57
Total number of female employees.....	972	884
Over 18 years.....	830	755
Under 18 years.....	142	129
Total weekly wages.....	\$12,002 50	\$10,846 51
Over 18 years.....	10,587 50	9,469 49
Under 18 years.....	1,415 00	1,377 02
Average weekly wages.....	\$12 35	\$12 32
Over 18 years.....	12 76	12 54
Under 18 years.....	9 96	10 67
Percentage of young girls under 18.....	14.6	14.5
Percentage of married women under 50.....	17.3	16.1
Average hours worked per week.....	48.7	49.02

Weekly rate of wages:	1926	1927
Under \$7 00.....	16	4
7- 8.....	22	19
8- 9.....	139	147
9-10.....	59	79
10-11.....	166	139
11-12.....	92	78
12-13.....	97	81
13-14.....	63	55
14-15.....	26	22
15-16.....	34	186
16-18.....	225	30
18-20.....	20	9
20-22.....	7	25
22-up.....	6	10
Total.....	972	884

ORDER No. 36

Factories making tobacco goods.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	5	5
Total number of female employees.....	219	200
Over 18 years.....	213	183
Under 18 years.....	6	17
Total weekly wages.....	\$3,217 96	\$3,439 93
Over 18 years.....	3,152 08	3,211 06
Under 18 years.....	65 88	288 87
Average weekly wages.....	\$14 69	\$17 20
Over 18 years.....	14 80	17 55
Under 18 years.....	10 98	13 46
Percentage of young girls under 18.....	2.7	8.5
Percentage of married women under 50.....	12.8	23.5
Average hours worked per week.....	42	41.2
Weekly rate of wages:	1926	1927
Under \$7 00.....	....	....
7- 8.....	....	....
8- 9.....	2	....
9-10.....	13	....
10-11.....	20	5
11-12.....	29	8
12-13.....	17	81
13-14.....	17	....
14-15.....	8	....
15-16.....	10	2
16-18.....	18	7
18-20.....	28	1
20-22.....	41	87
22-up.....	16	9
Total.....	219	200

The same trades in cities of 30,000 population or over, excepting Toronto:

	1926	1927
Number of firms reporting.....	5	6
Total number of female employees.....	308	332
Over 18 years.....	285	307
Under 18 years.....	23	25
Total weekly wages.....	\$3,706 82	\$3,830 01
Over 18 years.....	3,480 82	3,601 51
Under 18 years.....	226 00	228 50
Average weekly wages.....	\$12 04	\$11 54
Over 18 years.....	12 21	11 73
Under 18 years.....	9 83	9 14
Percentage of young girls under 18.....	7.5	7.5
Percentage of married women under 50.....	26.6	33.4
Average hours worked per week.....	42.6	42.5
Weekly rate of wages:	1926	1927
Under \$7 00.....	....	....
7- 8.....	....	2
8- 9.....	8	10
9-10.....	42	77
10-11.....	54	46
11-12.....	81	106
12-13.....	46	27
13-14.....	20	22
14-15.....	18	6
15-16.....	21	19
16-18.....	7	12
18-20.....	5	1
20-22.....	3	3
22-up.....	3	1
Total.....	308	332

The same trades in cities and towns of from 5,000 to 30,000 population:

	1926	1927
Number of firms reporting.....	1	2
Total number of female employees.....	9	16
Over 18 years.....	9	15
Under 18 years.....	.....	1
Total weekly wages.....	\$95 92	\$191 68
Over 18 years.....	95 92	183 63
Under 18 years.....	.....	8 05
Average weekly wages.....	\$10 66	\$11 98
Over 18 years.....	10 66	12 24
Under 18 years.....	.....	8 05
Percentage of young girls under 18.....	.....	6.2
Percentage of married women under 50.....	.....	31.5
Average hours worked per week.....	38.3	47.5
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	2	1
8- 9.....	.....	2
9-10.....	2	3
10-11.....	1	3
11-12.....	1	3
12-13.....	.....	1
13-14.....	2	.....
14-15.....	1	1
15-16.....	.....	1
16-18.....	.....	1
18-20.....	.....	.....
20-22.....	.....	.....
22-up.....	.....	.....
Total.....	9	16

In places having less than 5,000 urban population:

	1926	1927
Number of firms reporting.....	2	1
Total number of female employees.....	39	36
Over 18 years.....	33	27
Under 18 years.....	6	9
Total weekly wages.....	\$458 69	\$384 25
Over 18 years.....	396 59	291 10
Under 18 years.....	62 10	93 15
Average weekly wages.....	\$11 76	\$10 67
Over 18 years.....	12 02	10 78
Under 18 years.....	10 35	10 35
Percentage of young girls under 18.....	15.4	25
Percentage of married women under 50.....	48.7	75
Average hours worked per week.....	40	46
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	.....	.....
9-10.....	1	.....
10-11.....	24	35
11-12.....	5	.....
12-13.....	1	.....
13-14.....	1	.....
14-15.....	3	.....
15-16.....	1	.....
16-18.....	2	.....
18-20.....	.....	.....
20-22.....	.....	.....
22-up.....	1	1
Total.....	39	36

ORDER No. 37

Factories making rubber goods.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	6	6
Total number of female employees.....	434	468
Over 18 years.....	415	451
Under 18 years.....	19	17
Total weekly wages.....	\$7,152 43	\$7,979 51
Over 18 years.....	6,892 97	7,744 51
Under 18 years.....	259 46	235 00
Average weekly wages.....	\$16 48	\$17 05
Over 18 years.....	16 61	17 17
Under 18 years.....	13 36	13 82
Percentage of young girls under 18.....	4.4	3.6
Percentage of married women under 50.....	24.8	28.6
Average hours worked per week.....	45.8	45.3
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	.....	.....
9-10.....	.....	1
10-11.....	2	1
11-12.....	5	12
12-13.....	40	50
13-14.....	53	33
14-15.....	56	41
15-16.....	55	48
16-18.....	99	108
18-20.....	70	86
20-22.....	30	62
22-up.....	24	26
Total.....	434	468

The same trades in cities of 30,000 population or over, excepting Toronto:

	1926	1927
Number of firms reporting.....	2	2
Total number of female employees.....	3	18
Over 18 years.....	3	18
Under 18 years.....	.....	.....
Total weekly wages.....	\$65 38	\$285 56
Over 18 years.....	65 38	285 56
Under 18 years.....	.....	.....
Average weekly wages.....	\$21 79	\$15 86
Over 18 years.....	21 79	15 86
Under 18 years.....	.....	.....
Percentage of young girls under 18.....	.....	.....
Percentage of married women under 50.....	.....	50
Average hours worked per week.....	40.6	54
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	.....	.....
9-10.....	.....	2
10-11.....	.....	.....
11-12.....	.....	2
12-13.....	.....	1
13-14.....	.....	2
14-15.....	.....	1
15-16.....	.....	1
16-18.....	.....	5
18-20.....	1	2
20-22.....	1	.....
22-up.....	1	2
Total.....	3	18

The same trades in cities and towns of from 5,000 to 30,000 population:

	1926	1927
Number of firms reporting.....	8	8
Total number of female employees.....	517	644
Over 18 years.....	402	499
Under 18 years.....	115	145
Total weekly wages.....	\$6,419 12	\$8,288 95
Over 18 years.....	5,324 78	6,735 84
Under 18 years.....	1,094 34	1,553 11
Average weekly wages.....	\$12 42	\$12 87
Over 18 years.....	13 25	13 50
Under 18 years.....	9 52	10 71
Percentage of young girls under 18.....	22.2	22.5
Percentage of married women under 50.....	17.6	16.7
Average hours worked per week.....	48.9	52.2
Weekly rate of wages:	1926	1927
Under \$7 00.....	4	9
7- 8.....	7	24
8- 9.....	41	30
9-10.....	44	67
10-11.....	55	54
11-12.....	111	119
12-13.....	65	63
13-14.....	54	64
14-15.....	43	57
15-16.....	35	50
16-18.....	33	50
18-20.....	15	36
20-22.....	7	11
22-up.....	3	10
Total.....	517	644

The same trades in places having less than 5,000 urban population:

	1926	1927
Number of firms reporting.....	3	5
Total number of female employees.....	255	265
Over 18 years.....	200	203
Under 18 years.....	55	62
Total weekly wages.....	\$3,714 98	\$3,732 09
Over 18 years.....	3,005 92	2,984 71
Under 18 years.....	709 06	747 38
Average weekly wages.....	\$14 57	\$14 08
Over 18 years.....	15 03	14 70
Under 18 years.....	12 89	12 05
Percentage of young girls under 18.....	21.6	23.3
Percentage of married women under 50.....	11.8	11.3
Average hours worked per week.....	54.1	48.8
Weekly rate of wages:	1926	1927
Under \$7 00.....	4	2
7- 8.....	8	12
8- 9.....	13	15
9-10.....	20	26
10-11.....	22	10
11-12.....	29	25
12-13.....	20	19
13-14.....	28	16
14-15.....	26	83
15-16.....	34	33
16-18.....	26	19
18-20.....	21	2
20-22.....	4	...
22-up.....	4	...
Total.....	255	265

ORDER NO. 38

Factories making jewellery.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	20	15
Total number of female employees.....	159	128
Over 18 years.....	141	119
Under 18 years.....	18	9
Total weekly wages.....	\$2,274 93	\$1,994 83
Over 18 years.....	2,108 93	1,897 28
Under 18 years.....	166 00	97 55
Average weekly wages.....	\$14 31	\$15 58
Over 18 years.....	14 96	15 95
Under 18 years.....	9 02	10 84
Percentage of young girls under 18.....	12.83	7.0
Percentage of married women under 50.....	8.8	12.5
Average hours worked per week.....	44	43.5
Weekly rate of wages:	1926	1927
Under \$7 00.....	2	....
7- 8.....	1	....
8- 9.....	8	3
9-10.....	7	....
10-11.....	11	4
11-12.....	12	12
12-13.....	23	23
13-14.....	17	13
14-15.....	16	12
15-16.....	13	12
16-18.....	13	13
18-20.....	12	8
20-22.....	13	16
22-up.....	11	12
Total.....	159	128

The same trades in cities of 30,000 population or over, excepting Toronto:

	1926	1927
Number of firms reporting.....	6	9
Total number of female employees.....	17	22
Over 18 years.....	14	21
Under 18 years.....	3	1
Total weekly wages.....	\$223 59	\$337 00
Over 18 years.....	201 59	329 00
Under 18 years.....	22 00	8 00
Average weekly wages.....	\$13 15	\$15 32
Over 18 years.....	14 40	15 66
Under 18 years.....	7 33	8 00
Percentage of young girls under 18.....	21.4	4.5
Percentage of married women under 50.....	....	....
Average hours worked per week.....	46.1	45.6
Weekly rate of wages:	1926	1927
Under \$7 00.....	....	....
7- 8.....	2	....
8- 9.....	1	1
9-10.....	....	1
10-11.....	....	1
11-12.....	4	3
12-13.....	....	....
13-14.....	....	1
14-15.....	4	3
15-16.....	1	1
16-18.....	5	7
18-20.....	....	....
20-22.....	....	1
22-up.....	....	3
Total.....	17	22

The same trades in cities from 5,000 to 30,000 population:

	1926	1927
Number of firms reporting.....	5	6
Total number of female employees.....	61	70
Over 18 years.....	51	63
Under 18 years.....	10	7
Total weekly wages.....	\$803 97	\$979 38
Over 18 years.....	691 84	907 14
Under 18 years.....	112 13	72 24
Average weekly wages.....	\$13 18	\$13 99
Over 18 years.....	13 56	14 39
Under 18 years.....	11 21	10 32
Percentage of young girls under 18.....	16.4	10.0
Percentage of married women under 50.....	13.1	22.9
Average hours worked per week.....	47.1	47.8
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	4	5
9-10.....	.....	6
10-11.....	13	10
11-12.....	7	7
12-13.....	8	3
13-14.....	5	7
14-15.....	11	11
15-16.....	5	5
16-18.....	3	4
18-20.....	2	5
20-22.....	3	1
22-up.....	.....	6
Total.....	61	70

The same trades in places having less than 5,000 urban population:

	1926	1927
Number of firms reporting.....	1	1
Total number of female employees.....	1	1
Over 18 years.....	1	1
Under 18 years.....	.....	.....
Total weekly wages.....	\$9 00	\$9 00
Over 18 years.....	9 00	9 00
Under 18 years.....	.....	.....
Average weekly wages.....	\$9 00	\$9 00
Over 18 years.....	9 00	9 00
Under 18 years.....	.....	.....
Percentage of young girls under 18.....	.....	.....
Percentage of married women under 50.....	.....	.....
Average hours worked per week.....	.....	.....
Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	.....	.....
9-10.....	1	1
10-11.....	.....	.....
11-12.....	.....	.....
12-13.....	.....	.....
13-14.....	.....	.....
14-15.....	.....	.....
15-16.....	.....	.....
16-18.....	.....	.....
18-20.....	.....	.....
20-22.....	.....	.....
22-up.....	.....	.....
Total.....	1	1

ORDER No. 39

The paper trades, which include printing, bookbinding, paper box making, paper bag making, manufacturing stationery, and other trades making paper or paper products.

This order includes part of Order No. 2, which went into force August 1st, 1921. The latter part came into force November 15th, 1924.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	162	155
Total female employees.....	2,514	2,399
Over 18 years.....	2,197	2,109
Under 18 years.....	317	290
Total weekly wages.....	\$36,457 96	\$35,443 55
Over 18 years.....	33,152 65	32,214 85
Under 18 years.....	3,305 31	3,228 70
Average weekly wages.....	\$14 50	\$14 77
Over 18 years.....	15 08	15 27
Under 18 years.....	10 42	11 14
Percentage of young girls under 18.....	12.6	12.1
Percentage of married women under 50.....	13.6	14.3
Average hours worked per week.....	45.7	46.2
Weekly rate of wages:	1926	1927
Under \$7 00.....	4	2
7- 8.....	6	4
8- 9.....	107	86
9-10.....	151	94
10-11.....	201	146
11-12.....	155	128
12-13.....	401	387
13-14.....	195	167
14-15.....	197	225
15-16.....	240	235
16-18.....	492	538
18-20.....	170	160
20-22.....	80	85
22-up.....	115	142
Total.....	2,514	2,399

The same trades in cities of 30,000 population, excepting Toronto:

	1926	1927
Number of firms reporting.....	64	60
Total number of female employees.....	642	661
Over 18 years.....	582	603
Under 18 years.....	60	58
Total weekly wages.....	\$8,521 29	\$9,175 40
Over 18 years.....	7,939 28	8,637 36
Under 18 years.....	582 01	538 04
Average weekly wages.....	\$13 27	\$13 88
Over 18 years.....	1364	14 32
Under 18 years.....	9 70	9 28
Percentage of young girls under 18.....	9.3	8.7
Percentage of married women under 50.....	10.6	10.1
Average hours worked per week.....	46.5	46.5

Weekly rate of wages:	1926	1927
Under \$7 00.....	1	2
7- 8.....	4	2
8- 9.....	50	42
9-10.....	51	41
10-11.....	73	57
11-12.....	87	90
12-13.....	84	82
13-14.....	81	129
14-15.....	42	41
15-16.....	49	48
16-18.....	37	33
18-20.....	24	27
20-22.....	18	18
22-up.....	41	51
Total.....	642	661

The same trades in towns and cities of from 5,000 to 30,000 population:

	1926	1927
Number of firms reporting.....	59	64
Total number of female employees.....	579	656
Over 18 years.....	509	563
Under 18 years.....	70	93
Total weekly wages.....	\$7,452 31	\$8,475 03
Over 18 years.....	6,794 95	7,646 75
Under 18 years.....	657 36	828 28
Average weekly wages.....	\$12 87	\$12 92
Over 18 years.....	13 35	13 58
Under 18 years.....	9 39	8 91
Percentage of young girls under 18.....	12.1	14.1
Percentage of married women under 50.....	8.3	9.8
Average hours worked per week.....	47.5	47.6
Weekly rate of wages:	1926	1927
Under \$7 00.....	2	6
7- 8.....	26	23
8- 9.....	28	32
9-10.....	55	48
10-11.....	87	62
11-12.....	112	166
12-13.....	58	64
13-14.....	20	43
14-15.....	35	35
15-16.....	65	59
16-18.....	28	44
18-20.....	19	24
20-22.....	11	17
22-up.....	33	33
Total.....	579	656

ORDER NO. 27

Hotels, restaurants and refreshment rooms.

In the City of Toronto:

	1926	1927
Number of firms reporting.....	138	136
Total number of female employees.....	1,949	1,884
Over 18 years.....	1,925	1,864
Under 18 years.....	24	20
Total weekly wages.....	\$30,333 86	\$30,482 20
Over 18 years.....	29,985 11	30,186 91
Under 18 years.....	348 75	295 29
Average weekly wages.....	\$15 56	\$16 18
Over 18 years.....	15 58	16 19
Under 18 years.....	14 53	14 70
Percentage of young girls under 18.....	1.2	1.06
Percentage of married women under 50.....	35.6	33.4
Average hours worked per week.....	49.8	50.8

Weekly rate of wages:	1926	1927
Under \$7 00.....	.....	.....
7- 8.....	.....	.....
8- 9.....	.....	.....
9-10.....	.....	.....
10-11.....	.....	.....
11-12.....	.....	.....
12-13.....	168	91
13-14.....	375	239
14-15.....	254	387
15-16.....	423	344
16-18.....	386	320
18-20.....	157	297
20-22.....	98	115
22-up.....	88	91
Total.....	1,949	1,884

The same trades in towns and cities of 30,000 population or over, excepting Toronto:

Number of firms reporting.....	1927
Total number of female employees.....	87
Over 18 years.....	392
Under 18 years.....	365
Total weekly wages.....	27
Over 18 years.....	\$6,290 44
Under 18 years.....	5,940 94
Average weekly wages.....	349 50
Over 18 years.....	16 05
Under 18 years.....	16 28
Percentage of young girls under 18.....	12 94
Percentage of married women under 50.....	6 8
Average hours worked per week.....	29 5
Weekly rate of wages:	57 7
Under \$7 00.....	1927
7- 8.....	.....
8- 9.....	.....
9-10.....	.....
10-11.....	.....
11-12.....	.....
12-13.....	94
13-14.....	66
14-15.....	59
15-16.....	28
16-18.....	84
18-20.....	42
20-22.....	10
22-up.....	9
Total.....	392

THE HIGHER WAGES

A careful comparison of the number of women enumerated in the foregoing tables who are earning \$15.00 or more per week has been made. The full details cannot be included in this report, but the following particulars will serve to show what has happened since the orders went into force.

	No. of Workers	No. receiving \$15.00 or more	Per cent.
Before orders issued.....	44,109	13,863	31.4
After orders issued.....	55,598	19,989	36

The orders divide these workers into fifty-two groups, according to trade and locality. Only seven of these groups, or 13.4 per cent., fail to show increasing numbers of the higher wages, and in these seven groups are found only 3,675, or 6.6 per cent. of the entire body of workers.

It will be observed that larger numbers of workers are reported for the later date in the comparison. This is not only because there is now more employment, but also because new firms have been added to our lists. These later additions are often responsible for depressing wage averages.

The foreboding that "the minimum will become the maximum" is thus statistically condemned. The elimination of unsocially low wages serves to protect rather than to injure the higher wage levels.

ORDERS ISSUED DURING THE YEAR 1927

Four new orders were issued during the year covered by this report. Order No. 43 extends the Custom Millinery regulations, with suitable changes, to cover cities over 30,000 population, excepting Toronto. Order No. 45 further extends it to the line of 4,000 urban population. Order No. 44 extends, in like fashion, the order governing Hairdressing and Beauty Parlour establishments to cover cities over 30,000 population, excepting Toronto. Order No. 46, prescribes regulations for Hotels, Restaurants and Refreshment rooms, extending previous orders in such a way as to cover all urban populations above 4,000. These orders are given at the end of this report.

ADMINISTRATION

There are three main lines of activity upon which the Board relies for the enforcement of its orders.

The first of these is the posting of the orders within view of the female employees. This is required in all the factory trades, and in all others where such a plan is practicable. The Factory Inspection Branch, through its corps of men and women inspectors, regularly reports as to whether the posters are properly maintained.

The second method of enforcement is through the investigation of complaints. Here we receive invaluable help from Mr. J. T. Burke, Chief Factory Inspector, and his department. Regular meetings are held fortnightly, which Mr. Burke attends, to deal with these complaints. They are of many sorts, and come from all kinds of people. Almost invariably they are adjusted in an amicable fashion. In only one instance was the Board forced to prosecute an employer. During 1927 the Board held 25 such meetings and dealt with 275 complaints.

The third resource is based on an analysis of the wage sheets received. We collect these from all the firms in the factory trades, and from a large number of other establishments. By examining these we discover whether the standards enforced in the orders are being maintained. Sometimes apparent deviations are explained away. Very often the neglect or inadvertence of some foreman or accountant is thus revealed, and the correction is immediately made. In other cases more extensive negotiation is required. During the past year 188 wage sheets have been thus dealt with, and the needed adjustments made.

The extent of our correspondence is shown in the following summary:

Dictated letters.....	2,254
Orders sent out.....	2,155
Reports distributed.....	198
Question forms sent out.....	6,004
Form letters sent out.....	8,159

PAYMENT OF ARREARS

The Board has collected, during the year, arrears due a number of workers, as follows:

Firms concerned.....	53
Employees concerned.....	146
Amount collected.....	\$6,601 02
Largest amount to any worker.....	325 00
Smallest amount to any worker.....	4 50
Average amount.....	45 21

Other arrears have also been collected privately of which the particulars were not reported.

PERMITS

The Board is accustomed to issue special permits for lower wages to handicapped workers, or variations or suspensions of its orders in certain emergencies. The following table shows what has been done:

Number of firms to whom issued.....	41
Number of permits expired.....	5
Number now in force:	
(a) For handicapped workers.....	23
(b) Regarding the proportion of experienced workers.....	15
(c) Special apprenticeship.....	4
(d) Others.....	2

The number of permits is palpably few, and so cannot affect the standards of wages. They serve however to give a valuable degree of flexibility to the administration of the law, and to enable a number of girls, who otherwise would have been derelicts in the industrial world, to find steady employment.

CONCLUSION

The Board has been gratified to receive inquiries respecting its work from Australia and South Africa. It views with approval the success of the Minimum Wage Board of Quebec in issuing and enforcing orders in that Province. It is also encouraging to learn that, in spite of the discouraging decisions of the Supreme Court of the United States, minimum wage laws are effectively operative in 13 states. One of the chief items on the agenda at the approaching International Conference of the League of Nations at Geneva is to be Minimum Wage Laws.

ORDER NO. 43

Governing female employees in the custom millinery trade in cities of over 30,000 population, excepting Toronto.

(1) *Minimum*.—No experienced employee shall be paid wages at a less rate than twelve dollars (\$12.00) per week.

(2) *Apprentices*.—No inexperienced employee shall be paid wages at less than the following rates:

One year.....	No prescribed rates.
The next six months.....	\$3 00 per week.
The next six months.....	9 00 per week.
The next six months.....	10 00 per week.
The next six months.....	11 00 per week.

and after this three years' apprenticeship the full minimum wage. In computing any of these periods an employment of ten weeks or longer shall be sufficient for that period.

(3) *Proportion of Apprentices.*—In any establishment of four or more employees the number of apprentices shall not exceed one-third of the total number. Temporary employees whose term of employment does not exceed one month shall not be reckoned in this calculation.

(4) *Deductions for Absence.*—No deductions below the Minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(5) *Penalties.*—Any violation of this order is punishable by fine or imprisonment. (See Section 22 of the Act.)

(6) *Posting.*—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(7) *Complaints.*—Any female employee not being paid at least as much as this order requires should report to the Minimum Wage Board, East Block, Parliament Buildings, Toronto, Telephone Main 5800. Local 592.

(8) This order is subject to annual revision by the Board.

(9) *Definition.*—This order applies to milliners and millinery apprentices in shops and workrooms but not in factories.

(10) This order shall come into force and be effective on August 1st, 1927.

J. W. MACMILLAN, *Chairman*,
MARGARET STEPHEN,
LYDIA M. PARSONS,
H. G. FESTER,
R. A. STAPELLS,

Toronto, June 10th, 1927.

(*Minimum Wage Board.*)

ORDER No. 44

Governing female employees in hairdressing or manicuring establishments, beauty parlours and similar occupations in cities of 30,000 population or over, excepting Toronto.

(1) *Minimum.*—No experienced employee shall be paid wages at a less rate than twelve dollars (\$12.00) per week.

(2) *Learners.*—The wages paid to inexperienced workers shall not be less than is herein set forth:

First three months.	a probationary period, no stipulated amount.
Second three months.	\$6 00 per week.
Third three months.	8 00 per week.
Fourth three months.	10 00 per week,

after which period of twelve months she shall be considered an experienced employee.

(3) *Schools.*—An inexperienced employee who has had three months or more instruction in a school which reaches any of the occupations governed by this order shall be exempt from the probationary period.

(4) *Maximum of Inexperienced Workers.*—The number of inexperienced employees in any establishment shall not exceed one-fourth of the total number of female employees. This rule shall not apply where there are less than four female employees.

(5) *Posting.*—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(6) *Penalties.*—Any violation of this order is punishable by fine or imprisonment. (See Section 22 of the Act.)

(7) *Complaints*.—Any female employee not being paid at least as much as this order requires should report to the Minimum Wage Board, East Block Parliament Buildings, Toronto, Telephone Main 5800. Local 592.

(8) This order is subject to annual revision by the Board.

(9) This order shall come into force and be effective on July 1st, 1927.

J. W. MACMILLAN, *Chairman*,
MARGARET STEPHEN,
LYDIA M. PARSONS,
H. G. FESTER,
R. A. STAPELLS,

(*Minimum Wage Board.*)

Toronto, May 10th, 1927.

ORDER No. 45

Governing female employees in the custom millinery trade in towns and cities of from 4,000 to 30,000 population.

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population groups	Experienced Workers	Learners
From 10,000 to 30,000.....	\$11 00	First year: No prescribed wage. Second year: \$7 00 Third year: 10 00
From 4,000 to 10,000.....	10 00	First year: No prescribed wage. Second year: \$6 00 Third year: 9 00

An employment of ten weeks or more in any period of six months shall be deemed sufficient for that six months.

(2) *Penalties*.—Any violation of this order is punishable by fine or imprisonment. (See Section 22 of the Act.)

(3) *Posting*.—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(4) *Complaints*.—Any female employee not being paid at least as much as this order requires should report to the Minimum Wage Board, East Block Parliament Buildings, Toronto. Telephone Main 5800, Local 592.

(5) This order is subject to annual revision by the Board.

(6) *Definition*.—This order applies to milliners and millinery apprentices in shops and workrooms, but not in factories.

(7) This order shall come into force and be effective on August 1st, 1927.

J. W. MACMILLAN, *Chairman*,
MARGARET STEPHEN,
LYDIA M. PARSONS,
H. G. FESTER,
R. A. STAPELLS,

(*Minimum Wage Board.*)

Toronto, June 10th, 1927.

ORDER No. 46

Governing female employees in hotels, restaurants and refreshment rooms in cities and towns of 4,000 population or over, excepting Toronto.

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population group	Minimum wage
Cities of 30,000 population and over.....	\$12 00
Cities and towns between 10,000 and 30,000 population....	11 00
Towns between 4,000 and 10,000 population.....	10 00

There are no reduced rates for learners.

(2) *Hours*.—(a) Work-periods not less than 36 hours nor more than 50 shall constitute a full week.

(b) The following shall be the minimum rates per hour for short-time employees working less than 36 hours per week, and for others for each hour worked in excess of 50 hours per week:

Population group	Rate per hour
Cities of 30,000 and over.....	24 cents
Cities and towns between 10,000 and 30,000.....	22 cents
Towns between 4,000 and 10,000 population.....	20 cents

(c) Short-time payments for employees regularly working a full week shall be calculated in proportion to the normal length of the weekly period.

(3) *Allowance for Board and Lodging*.—Lodging shall not be charged for in excess of a rate of (\$1.50) per week, nor board in excess of a rate of (\$4.50) per week, nor single meals in excess of a rate of 25 cents per meal.

(4) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost.

(5) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

(6) *Posting*.—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(7) *Complaints*.—Any female employee not being paid at least as much as this order requires should report to the Minimum Wage Board, East Block, Parliament Buildings, Toronto, Telephone Main 5800, Local 592.

(8) This order is subject to annual revision by the Board.

(9) This order shall come into force and be effective December 1st, 1927.

J. W. MACMILLAN, *Chairman*,
MARGARET STEPHEN,
LYDIA M. PARSONS,
H. G. FESTER,
R. A. STAPELLS,

(*Minimum Wage Board.*)

Toronto, September 8th, 1927.

